

### **III. CALIFORNIA TRAINING BENEFITS**

The California Training Benefits (CTB) program allows unemployment insurance (UI) claimants who lack competitive job skills to continue to receive UI benefits while attending approved training. With CTB the traditional role of UI changes, from that of (temporary) financial support while the claimant looks for work, to one of assisting the claimant in training in a demand occupation likely to lead to full employment.

Many participants in the CTB program, especially those enrolled in training authorized by the Job Training Partnership Act (JTPA) or the federal Trade Act of 1974, previously held jobs in occupations that were no longer in demand or had become obsolete. The CTB program offers these individuals an opportunity to "start over" in a new occupation with a promising future. In these cases, the goal of the CTB program is to replace as much of their pre-program earnings as possible. The Employment Development Department (EDD), which administers the CTB program, works with local Service Delivery Areas (SDAs), Private Industry Councils (PICs), the Employment Training Panel (ETP) staff and contractors, and UI claimants themselves to assist eligible UI claimants to participate in job training programs.

#### **A. DELIVERY SYSTEM**

The training benefits are coordinated through EDD Unemployment Insurance Call Centers located statewide. Applicants for CTB contact EDD and request a "determination of eligibility" which is scheduled if the applicant is within two weeks of the beginning of training. Applicants are found eligible by either of two criteria:

1. Automatic Director's Approval – If the instruction has the approval of the Job Training Partnership Act (JTPA), ETP, California Work Opportunity and Responsibility to Kids (CalWORKs), or Trade Adjustment Assistance, it receives automatic Director's approval.
2. Other than Automatic Director's Approval – If the applicant secures training on his or her own, which meets the criteria of Section 1269(d) of the Unemployment Insurance Code.

CTB usually involves skills- and/or employment-based training in a classroom setting, though some unpaid on-the-job training is also approved.

During the State Fiscal Year (SFY) 1996-97, a total of 38,130 individuals applied for the CTB program, with 30,435 being determined eligible. Of those eligible, 19,209 individuals actually began participating in approved training during the SFY 1996-97. In addition, 35,229 individuals began participating in approved training prior to July 1 1996, and continued participating during SFY 1996-97.

#### **B. PARTICIPANT CHARACTERISTICS**

Participating programs were asked to provide data to the PBA system on those participants whose date of program departure was between July 1, 1996 and June 30, 1997 (defined as the 1996-97 cohort). For the 1996-97 cohort, CTB provided information on claimants who

participated in and completed a CTB-approved training program in that fiscal year. Thus all CTB participants were defined as "completers." Note that since some CTB participants received services from JTPA and other program providers, it is possible that some would be defined as "leavers" by other programs. CTB itself does not maintain data for program leavers.

Each program included in these reports provided a data file on their participants for inclusion in the 1996-97 cohort. The individual participant records, as defined by unique Social Security Number, were examined with a series of internal and external validity checks (described in Chapter I). Some of the records that were initially submitted were removed as part of this process. The final 1996-97 cohort is shown in the right column of the table below.

**TABLE III-1  
CALIFORNIA TRAINING BENEFITS 1996-97 COHORT**

Unique Social Security Numbers (SSNs)	SSNs Removed Due to:		Final CTB Cohort
	Internal Checks	External Checks	
22,144	-491	-21	21,632

The demographic characteristics of CTB's 1996-97 cohort are presented in the tables on the following page. In reviewing these tables, please keep the following in mind:

- The percentages may not add exactly to 100 due to the suppression of results based on four or fewer, including zero, records (as indicated by asterisks \*\*) for confidentiality reasons.
- The percentages are based on the number of participant records with data for a given demographic characteristic. Therefore subgroup sizes (n) vary slightly among tables.
- Age was calculated from the reported date of birth to July 1, 1996 (the beginning of the cohort).
- The PBA system defined a set of standard data elements that were desired from all participating programs. Data that were not collected by a program's data systems in 1996-97, or were not provided to the PBA system, are noted by "NOT REPORTED."

**Unique Characteristics of the 1996-97 CTB Cohort**

The CTB cohort was less economically disadvantaged (only 0.3 percent) in comparison to participant in other programs. This is appropriate given that the majority of CTB claimants would have been working prior to their participation in a CTB-sponsored program.

**TABLE III-2**  
**CTB 1996-97 COHORT DEMOGRAPHIC PROFILE**

<b>AGE</b> (n=21,334)		<b>GENDER</b> (n=21,436)		<b>ETHNICITY</b> (n=19,959)	
Category	Percent	Category	Percent	Category	Percent
<18	0.1	Female	53.1	Asian	5.9
18-24	8.7	Male	46.9	Black	11.3
25-39	41.6			Filipino	3.1
40-54	39.0			Hispanic	31.6
55-64	9.6			Native American	0.8
65+	1.0			White	47.3
				Other	*,*

<b>DISABILITY STATUS</b> (n=20,381)		<b>ECONOMICALLY DISADVANTAGED</b> (n=21,632)		<b>DISLOCATED WORKER</b> (n=21,632)	
Category	Percent	Category	Percent	Category	Percent
Yes	1.5	Yes	0.3	Yes	2.1
No	98.5	No	99.7	No	97.9

<b>DISPLACED HOMEMAKER</b>		<b>VETERAN</b> (n=21,632)		<b>BASIC SKILLS DEFICIENT</b>	
Category	Percent	Category	Percent	Category	Percent
Yes	DATA NOT REPORTED	Yes	1.3	Yes	DATA NOT REPORTED
No	DATA NOT REPORTED	No	98.7	No	DATA NOT REPORTED

<b>LIMITED ENGLISH PROFICIENCY</b>		<b>PRIOR EDUCATION ATTAINMENT</b>		<b>NON-TRADITIONAL TRAINING</b>	
Category	Percent	Category	Percent	Category	Percent
Yes	DATA NOT REPORTED	<High School	DATA NOT REPORTED	Yes	DATA NOT REPORTED
No	DATA NOT REPORTED	High School	DATA NOT REPORTED	No	DATA NOT REPORTED
		Graduate			
		13-15 Yrs			
		Asso. Degree			
		16 or more Yrs			

## **C. TRAINING/SERVICES PROVIDED**

CTB did not provide data regarding the type of training or services received by program participants. CTB maintains information regarding occupational training, but this information was not available in electronic form.

## **D. PERFORMANCE MEASURES**

This section presents the program-wide summary of the 1996-97 CTB cohort for each of the performance measures adopted by the PBA Committee. These measures are summarized in Chapter I and are described in detail in Appendix A.

The 1996-97 CTB cohort included 5 individuals (less than one percent of the total cohort) whose program start date was before January 1, 1989. Because of their early start date, no before program participation wage or UI data was obtained for these persons. In the measures presented below, these individuals appear in the "Not Found" before program participation category. It should also be noted that many of CTB's program participants were served by other programs in the PBA system, as may be seen from the Technical Appendix.

### **EMPLOYMENT RATE MEASURES**

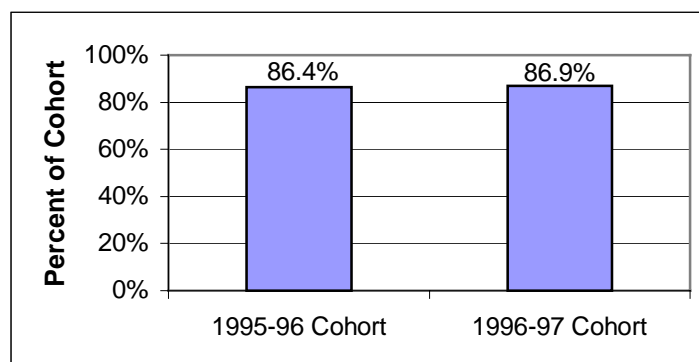
There are two measures of employment rate presented in this second year report:

- Measure 1 Employment Rate: First Year After Program Participation, which is the found employed rate in the first year after program participation; and,
- Measure 2 Employment Rate: Second Year After Program Participation, which is the found employed rate for prior year's cohorts in their second year after program participation.

#### **Measure 1 Employment Rate: First Year After Program Participation**

Of the 1996-97 California Training Benefits cohort, 86.9 percent were found in California Unemployment Insurance (UI)-covered employment in the first year after program participation. As summarized in **Figure III-1**, this employment rate in the first year after program participation for the 1996-97 CTB cohort was comparable to the rate of 86.4 percent in the first year after program participation for the 1995-96 cohort.

**FIGURE III-1**  
**EMPLOYMENT RATE: FIRST YEAR AFTER PROGRAM PARTICIPATION**



**Table III-3** presents the cumulative percent of both the current and prior year's cohorts that were found in California UI-covered employment in one, two, three, or all four quarters in the first year after program participation. In this second year of the PBA system, two additional employment databases were used to augment the found employed rate: U.S. Department of Defense's (DOD's) Active Duty Military Master File and U.S. Office of Personnel Management's (OPM's) Central Personnel Data Files. The bottom row of Table III-3 presents the total of the 1996-97 program cohort found employed in all employment sources.

Note that in this and all subsequent tables, percentages referred to in the text or summary figures are shown in bold, and invalid cells are indicated by diagonal lines.

**TABLE III-3**  
**MEASURE 1 EMPLOYMENT RATE: FIRST YEAR AFTER PROGRAM PARTICIPATION<sup>1</sup>**

Number of Quarters Found After Program Participation	1995-96 Cohort		1996-97 Cohort	
	Number of Participants	Percent of Total	Number of Participants	Percent of Total
<b>Four</b> quarters (all four quarters after program participation)	12,313	56.0%	11,906	55.0%
<b>Three</b> quarters (any three of four quarters after program participation)	3,251	14.8	3,348	15.5
<b>Two</b> quarters (any two of four quarters after program participation)	1,979	9.0	2,095	9.7
<b>One</b> quarter (any one of four quarters after program participation)	1,438	6.5	1,439	6.7
<b>EMPLOYED IN CA UI-COVERED EMPLOYMENT<sup>2</sup></b>	<b>18,981</b>	<b>86.4%</b>	<b>18,788</b>	<b>86.9%</b>
<b>TOTAL FOUND IN ALL EMPLOYMENT SOURCES</b>			18,837	87.1%

<sup>1</sup> The California Unemployment Insurance (UI) and Base Wage databases do not include federal employees, self-employed individuals, certain public officials, some family and household domestic workers, workers while on strike, or persons not in the workforce.

**Table III-4** presents the percent of the 1996-97 CTB program cohort that were found in each of the three employment sources reviewed. Less than one percent (0.1 percent) of the 1996-97 cohort was found in the DOD active duty employment database. Another 0.8 percent was found in OPM's employment database after program participation. Note that an individual participant could be found in more than one database, so the numbers in this table could represent a duplicative count.

**TABLE III-4**  
**PERCENT FOUND IN EACH EMPLOYMENT SOURCE THE FIRST YEAR AFTER**  
**PROGRAM PARTICIPATION**  
**1996-97 CTB COHORT**

Source of Employment Data	Number of Participants	Percent of Total
California Employment Development Department-Base Wage Files	18,788	86.9
U.S. Department of Defense - Active Duty Military	29	<b>0.1</b>
U.S. Office of Personnel Management	168	<b>0.8</b>

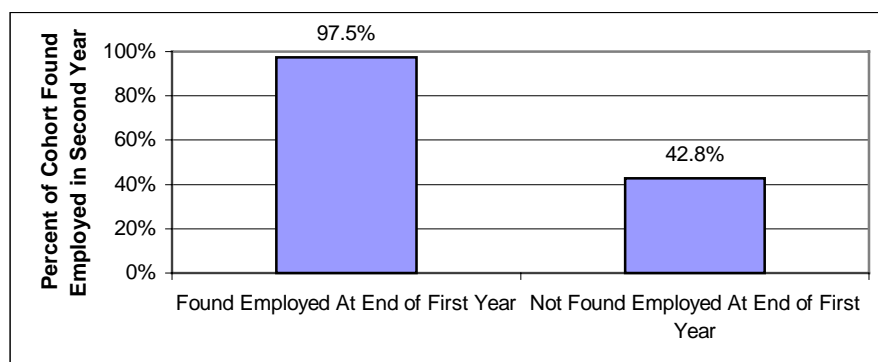
## Measure 2 Employment Rate: Second Year After Program Participation

For this second year of the PBA system, Measure 2 Employment Rate examined employment in the second year after program participation for the 1995-96 CTB cohort.

The 1995-96 program cohort was divided into two groups depending on whether they were, or were not, found employed at the end of the first year after program participation (found in the fourth quarter, or +Q4). Note that the employment could be with any employer and was not restricted to the same employer as at the end of the first year.

As shown in **Figure III-2**, the majority (97.5 percent) of those who were employed at the end of the first year after their program participation continued to be employed in the second year.

**FIGURE III-2**  
**EMPLOYMENT RATE: SECOND YEAR AFTER PROGRAM PARTICIPATION**  
**1995-96 CTB COHORT**



**Table III-5** presents the detail for Measure 2 Employment Rate: Second Year After Program Participation for the 1995-96 CTB cohort. As shown in the table, 83.4 percent were found in CA UI-covered employment all or part of the second year after program participation. This represents a decline of 3.0 percent in the overall found employed rate of 86.4 for this same cohort during the first year after program participation (shown in Table III-4).

**TABLE III-5  
MEASURE 2 EMPLOYMENT RATE: SECOND YEAR AFTER PROGRAM  
PARTICIPATION, 1995-96 CTB COHORT**

Status at the End of the First Year After Program Participation (+Q4)		Second Year After Program Participation							
Status	Number of Participants	Found Employed All 4 Quarters		Found Employed Less Than 4 Quarters		Found Employed in Any Quarter		Not Found	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Found Employed	16,305	12,836	78.7%	3,064	18.8%	15,900	<b>97.5%</b>	405	2.5%
Not Found Employed	5,675	768	13.5%	1,661	29.3%	2,429	42.8%	3,246	57.2%
Total	21,980	13,604	61.9%	4,725	21.5%	18,329	<b>83.4%</b>	3,651	16.6%

## EARNINGS MEASURES

There are two measures of earnings:

- Measure 3 Earnings: Before and First Year After Program Participation, which examines the change in earnings from the year before program participation to the first year after program participation; and,
- Measure 4 Earnings: First and Second Year After Program Participation, which examines the earnings change from the first to the second year after program participation.

Note that all earnings in this report are adjusted to 1995 constant dollars, to permit meaningful comparisons from before to after program participation.

### Measure 3 Earnings: Before and First Year After Program Participation

The operational definition of Measure 3, Earnings Before and After Program Participation, was changed between the first and second years of the PBA system. In this second year, the measure is designed to include information about all members of a cohort, both before and after program participation. This was accomplished by first dividing all members of a program cohort into one of four groups, depending on the amount of their earnings before program participation. Each of the before groups was then classified into four non-discrete (overlapping) sets, based on whether the participants were found employed and, if so, the number of quarters for which earnings were found in the first four quarters after program participation.

The four before program participation groups were:

1. Earnings Greater Than or Equal to Annual Minimum Wage Before: Individuals earning greater than or equal to the minimum wage in the year (four quarters) before program participation;
2. Earnings Less Than Annual Minimum Wage Before: Individuals earning less than full-time at minimum wage but greater than or equal to \$1 in the year (four quarters) before program participation;
3. Found in CA, Zero Earnings Before: Individuals found receiving UI, or eligible for AFDC or SSI/SSP, in the year before program participation, but with zero earnings in the year (four quarters); or,
4. Not Found in CA Before: Individuals not found in the California UI, Base Wage, or eligibility for AFDC or SSI/SSP, databases in the year (four quarters) before program participation.

The after program participation sets were:

1. Earnings All Four Quarters After: Individuals with earnings greater than \$1 in each of four quarters of the first year after program participation;
2. Earnings Any of the Four Quarters After: Individuals with earnings greater than \$1 in any one, two, three or four quarters of the first year after program participation (note that this also includes the Earnings All Four Quarters After set);
3. Found in CA, Zero Earnings All Four Quarters After: Individuals with no earnings (or total earnings less than \$1 in CA Base Wage file), but found receiving UI, or eligible for AFDC, or SSI/SSP in any quarter in the first year after program participation; or,
4. Not Found in CA After: Individuals not found in the California UI, Base Wage, or eligibility for AFDC or SSI/SSP, databases in the year (four quarters) after program participation.

**Figure III-3** presents a summary of Measure 3, focusing on the change in Earnings Any of the Four Quarters from before to the first year after program participation for the following three groups:

- Earnings Greater Than or Equal to Annual Minimum Wage Before;
- Earnings Less Than Annual Minimum Wage Before; and,
- Found in CA, Zero Earnings Before.

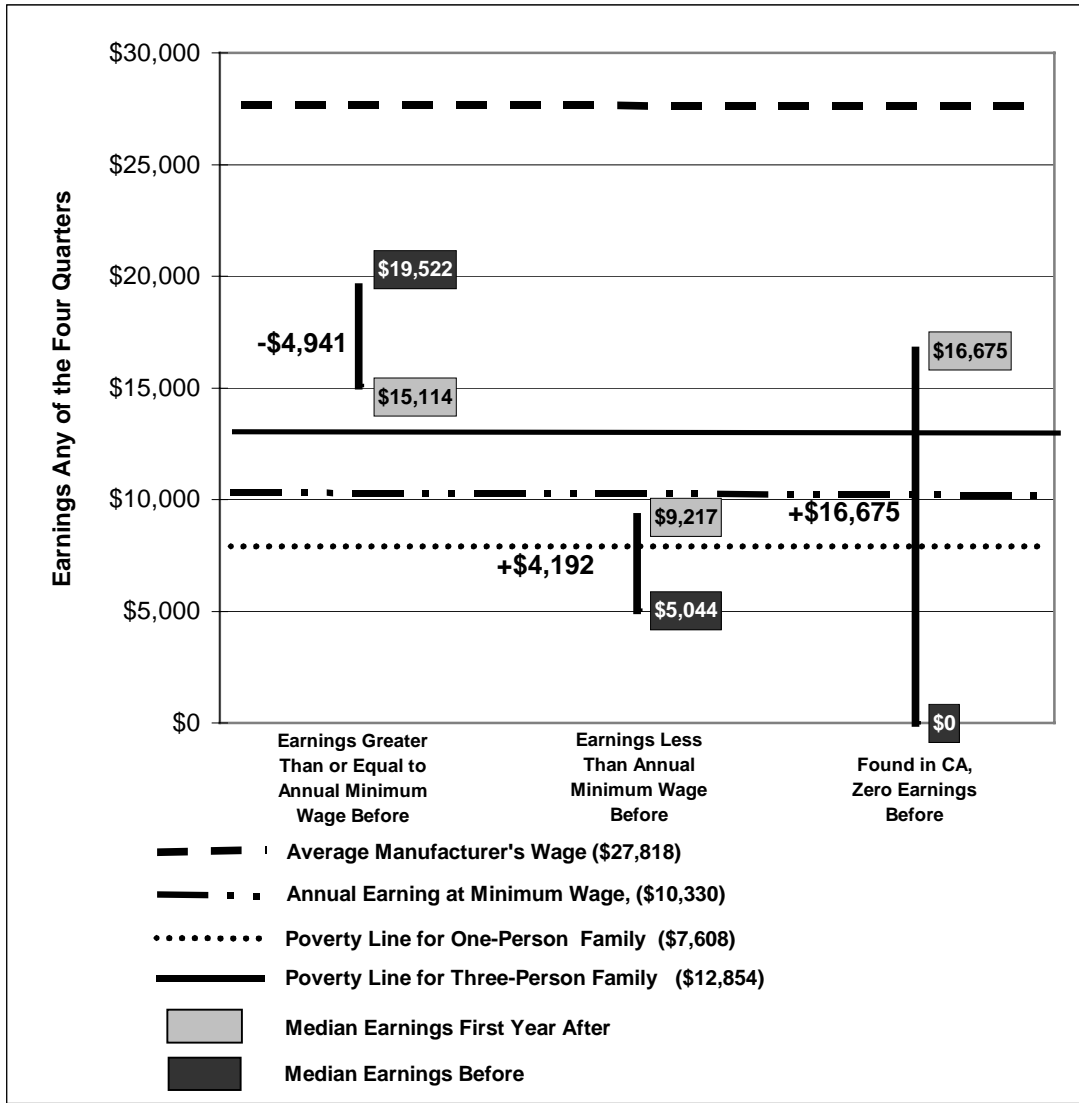
No earnings change can be calculated for the Not Found in CA Before group.

The Earnings Any of the Four Quarters After are presented benchmarked against four comparison earnings rates (described in Appendix A, Technical Appendices):

- Average annual wages for total manufacturing in California;
- California's minimum wage annual equivalent;
- The federal poverty guideline for a three-person family; and,
- The federal poverty guideline for a one-person family.



**FIGURE III-3**  
**MEASURE 3 EARNINGS<sup>3</sup>: BEFORE AND FIRST YEAR AFTER PROGRAM**  
**PARTICIPATION**  
**1996-97 CTB COHORT**



<sup>3</sup> All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

Measure 3 Earnings results are presented in two separate sets of tables. **Table III-6** presents the earnings for all four before program participation groups, and for the following three after program participation sets:

- Earnings Any of the Four Quarters After;
- Found in CA, Zero Earnings All Four Quarters After; and,
- Not Found in CA After.

**Table III-7** presents the earnings for all four before program participation groups, and for the Earnings All Four Quarters After set only. The reason for presenting these after measures on separate tables is that the full cohort is found in the first three sets, while the Earnings All Four Quarters After set is a subset of the Earnings Any of the Four Quarters After set.

**Table III-6** shows that within the CTB cohort, 67.5 percent had earnings greater than or equal to the minimum wage, and 29.4 percent had earnings less than the minimum wage before program participation. The remainder either had zero earnings, or were not found. While persons with zero earnings before program participation had the largest increase in earnings as well as the largest after program earnings (\$16,675), the largest segment of the CTB cohort, persons with earnings greater than minimum wage before program participation, showed a *decline* in earnings of \$4,941.

**TABLE III-6**  
**MEASURE 3 EARNINGS<sup>4</sup>: BEFORE AND FIRST YEAR AFTER PROGRAM PARTICIPATION**  
**1996-97 CTB COHORT**

BEFORE PROGRAM PARTICIPATION GROUP	CTB COHORT		FIRST YEAR AFTER PROGRAM PARTICIPATION SETS									
	Number	Percent	Earnings Any of the Four Quarters				Found in CA, Zero Earnings all Four Quarters				Not Found in CA	
			Number	Median Earnings Before	Median Earnings First Year After	Median Change	Number	Median Earnings Before	Median Earnings First Year After	Median Change	Number	Median Earnings Before
Earnings Greater Than or Equal to Annual Minimum Wage	14,602	67.5%	12,775	<b>\$19,522</b>	<b>\$15,114</b>	<b>-\$4,941</b>	645	\$19,368	\$0	-\$19,368	1,182	\$21,387
Earnings Less than Annual Minimum Wage	6,353	29.4%	5,544	<b>\$5,044</b>	<b>\$9,217</b>	<b>\$4,192</b>	326	\$4,707	\$0	-\$4,707	483	\$4,910
Found in CA, Zero Earnings	520	2.4%	402	<b>\$0</b>	<b>\$16,675</b>	<b>\$16,675</b>	29	\$0	\$0		89	\$0
Not Found in CA	157	0.01%	67		\$12,003		11		\$0		79	
TOTAL:	21,632		18,788				1,011				1,833	
<b>COMPARISON (ANNUAL) EARNING RATES</b>												
Average Manufacturer's Wage <sup>5</sup>			\$27,818									
Minimum Wage <sup>6</sup>			\$10,330									
Poverty Line (Three-person family) <sup>7</sup>			\$12,854									
Poverty Line (One-person family) <sup>8</sup>			\$7,608									

<sup>4</sup> All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

<sup>5</sup> Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

<sup>6</sup> Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

<sup>7</sup> Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

<sup>8</sup> Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

The change in earnings from before to after program participation was larger for the set of participants found with earnings all four quarters the first year after program participation, as might be expected. **Table III-7** indicates that persons with earnings greater than minimum wage before, and employed all four quarters after program participation, had a median earnings *decline* of \$1,012. Persons who had earnings greater than minimum wage before, but earnings any of the four quarters after program participation, had a median earnings *decline* of \$4,941 (shown in Table III-6).

**TABLE III-7**  
**MEASURE 3 EARNINGS<sup>9</sup>: BEFORE AND FIRST YEAR AFTER PROGRAM**  
**PARTICIPATION**  
**FOR EARNINGS ALL FOUR QUARTERS AFTER SET ONLY**  
**1996-97 CTB COHORT**

BEFORE PROGRAM PARTICIPATION GROUP	EARNINGS ALL FOUR QUARTERS AFTER PROGRAM PARTICIPATION			
	Number	Median Earnings Before	Median Earnings After	Median Change
Earnings Greater Than or Equal to Annual Minimum Wage	8,501	\$19,700	\$18,896	<b>-\$1,012</b>
Earnings Less than Annual Minimum Wage	3,151	\$5,190	\$13,205	\$8,216
Found in CA, Zero Earnings	221	\$0	\$16,675	\$16,675
Not Found in CA	33		\$19,681	
<b>COMPARISON EARNING RATES</b>				
Average Manufacturer's Wage <sup>10</sup>			\$27,818	
Minimum Wage <sup>11</sup>			\$10,330	
Poverty Line (Three-person family) <sup>12</sup>			\$12,854	
Poverty Line (One-person family) <sup>13</sup>			\$7,608	

## Measure 4 Earnings: First and Second Year After Program Participation

For this second year of the PBA system, Measure 4 examined earnings change from the first to the second year after program participation for the 1995-96 cohort.

As was defined earlier in the Measure 3 discussion, the entire 1995-96 cohort was divided into four before program participation groups (based on labor market experience and found status), and four after program participation sets. Measure 4 was based on the change in earnings from

<sup>9</sup> All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

<sup>10</sup> Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

<sup>11</sup> Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

<sup>12</sup> Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

<sup>13</sup> Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

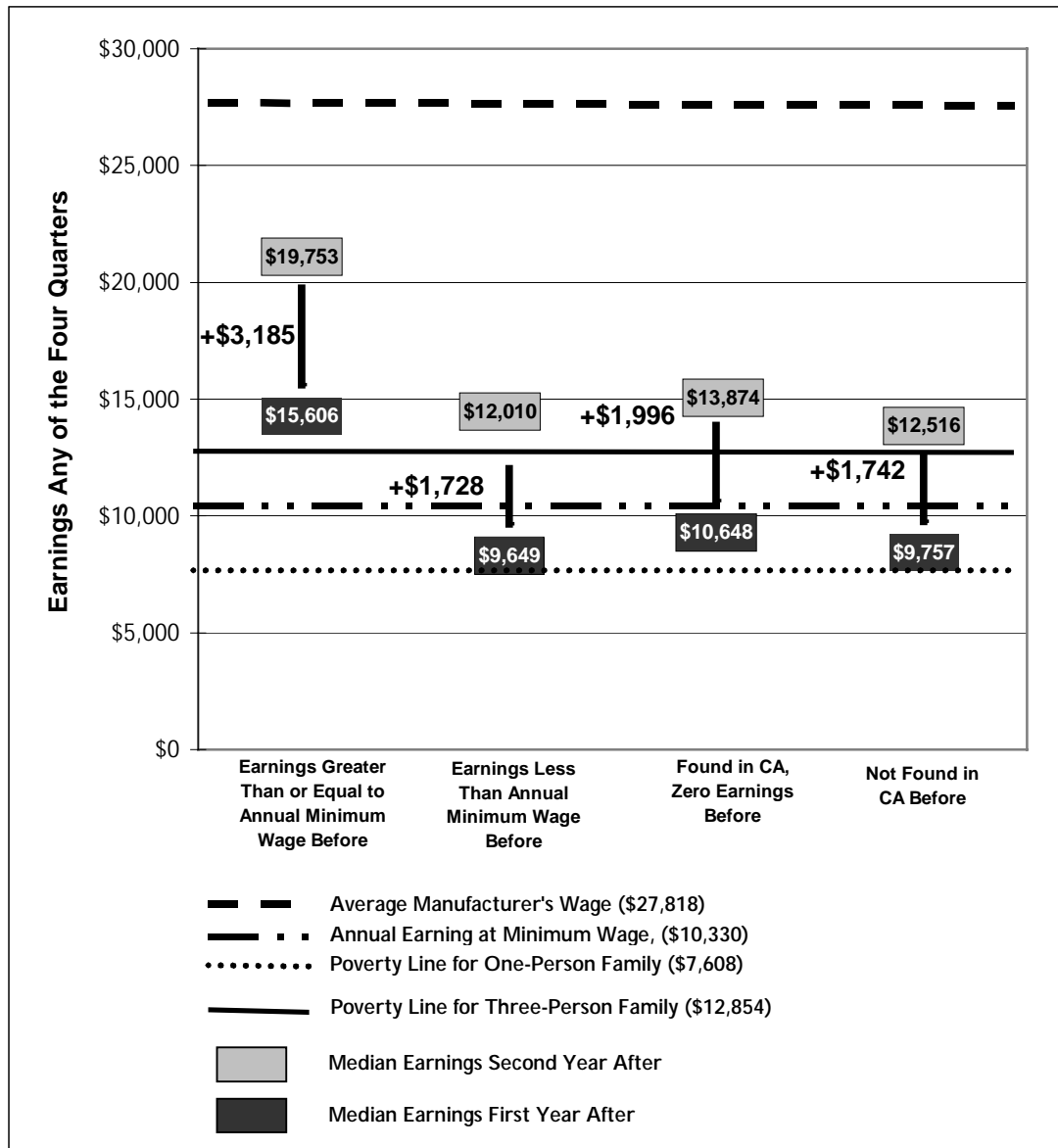
the first year after program participation (+Q1 through +Q4) to the second year after program participation (+Q5 through +Q8).

**Figure III-4** presents a summary of Measure 4, focusing on the change in Earnings Any of the Four Quarters from the first year to the second year after program participation for the following four groups:

- Earnings Greater Than or Equal to Annual Minimum Wage Before;
- Earnings Less Than Annual Minimum Wage Before;
- Found in CA, Zero Earnings Before; and,
- Not Found in CA Before.

As shown, the 1995-96 cohort earned more in the second year after program participation, as evidenced by the positive median change in earnings from the First Year After to the Second Year After.

**FIGURE III-4**  
**MEASURE 4 EARNINGS<sup>14</sup>: FIRST AND SECOND YEAR AFTER PROGRAM**  
**PARTICIPATION**  
**1995-96 CTB COHORT**



<sup>14</sup> All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

Similar to Measure 3, Measure 4 Earnings results are presented in two separate sets of tables. **Table III-8** presents the median earnings before program participation, as well as the median earnings in the first and second years after program participation for all four before program participation groups, and for the following three after program participation sets:

- Earnings Any of the Four Quarters After;
- Found in CA, Zero Earnings All Four Quarters After; and,
- Not Found in CA After.

**Table III-9** presents the earnings for all four before program participation groups, and for the Earnings All Four Quarters After set only. The reason for presenting these after measures on separate tables is that the full program cohort is found in the first three sets, while the Earnings All Four Quarters After set is a subset of the Earnings Any of the Four Quarters After set.

As shown in **Table III-8**, those members of the CTB cohort who were found with Earnings Any of the Four Quarters After, the median change in earnings from the first to the second year after program participation ranged from \$1,728 to \$3,185.

**TABLE III-8**  
**MEASURE 4 EARNINGS<sup>15</sup>: FIRST TO SECOND YEAR AFTER PROGRAM PARTICIPATION**  
**1995-96 CTB COHORT**

BEFORE PROGRAM PARTICIPATION GROUP	CTB COHORT		FIRST YEAR AFTER PROGRAM PARTICIPATION SETS												
	Number	Percent	Earnings Any of the Four Quarters					Found in CA, Zero Earnings all Four Quarters					Not Found in CA		
			Number	Median Earnings Before	Median Earnings First Year After	Median Earnings Second Year After	Median Change Second to First Year	Number	Median Earnings Before	Median Earnings First Year After	Median Earnings Second Year After	Median Change Second to First Year	Number	Median Earnings Before	Median Earnings Second Year After
Earnings Greater Than or Equal to Annual Minimum Wage	14,534	66.1%	12,673	\$20,224	<b>\$15,606</b>	<b>\$19,753</b>	<b>\$3,185</b>	436	\$19,823	\$0	\$0		1,425	\$22,408	\$0
Earnings Less than Annual Minimum Wage	6,562	29.9%	5,685	\$4,967	<b>\$9,649</b>	<b>\$12,010</b>	<b>\$1,728</b>	260	\$4,451	\$0	\$0		617	\$4,924	\$0
Found in CA, Zero Earnings	792	3.6%	553	\$0	<b>\$10,648</b>	<b>\$13,874</b>	<b>\$1,996</b>	32			\$0		207		\$0
Not Found in CA	92	0.004 %	70		<b>\$9,757</b>	<b>\$12,516</b>	<b>\$1,742</b>	5			\$0		17		\$0
TOTAL:	21,980		18,981					733					2,266		
COMPARISON EARNING RATES															
								First Year After (1996-97)				Second Year After (1997-98)			
Average Manufacturer's Wage <sup>16</sup>								\$27,305				\$27,818			
Minimum Wage <sup>17</sup>								\$9,744				\$10,330			
Poverty Line (Three-person family) <sup>18</sup>								\$12,801				\$12,854			
Poverty Line (One-person family) <sup>19</sup>								\$7,633				\$7,608			

<sup>15</sup> All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

<sup>16</sup> Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

<sup>17</sup> Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

<sup>18</sup> Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

<sup>19</sup> Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.



Participants who were found with Earnings All Four Quarters both the first and the second year after program participation had a median change in earnings that ranged from -\$277 to \$2,774 (Table III-9).

**TABLE III-9**  
**MEASURE 4 EARNINGS<sup>20</sup>: FIRST AND SECOND YEAR AFTER PROGRAM**  
**PARTICIPATION**  
**FOR EARNINGS ALL FOUR QUARTERS AFTER SET ONLY**  
**1995-96 CTB COHORT**

BEFORE PROGRAM PARTICIPATION GROUP	EARNINGS ALL FOUR QUARTERS FIRST YEAR AFTER PROGRAM PARTICIPATION SET				
	Number	Median Earnings Before	Median Earnings First Year After	Median Earnings Second Year After	Median Change Second to First Year
Earnings Greater Than or Equal to Annual Minimum Wage	8,562	\$20,407	\$19,389	\$22,538	\$2,774
Earnings Less than Annual Minimum Wage	3,421	\$5,145	\$13,565	\$15,256	\$1,657
Found in CA, Zero Earnings	292	\$0	\$15,606	\$18,022	\$1,956
Not Found in CA	38		\$16,891	\$16,350	-\$277
COMPARISON EARNING RATES					
	First Year After (1996-97)		Second Year After (1997-98)		
Average Manufacturer's Wage <sup>21</sup>	\$27,305		\$27,818		
Minimum Wage <sup>22</sup>	\$9,744		\$10,330		
Poverty Line (Three-person family) <sup>23</sup>	\$12,801		\$12,854		
Poverty Line (One-person family) <sup>24</sup>	\$7,633		\$7,608		

## Measure 5: Change in Unemployment Insurance (UI) Status

The purpose of this measure was to examine the impact of workforce preparation programs on persons who were receiving California Unemployment Insurance (UI) before program participation. In this report, the CTB program cohort was divided into two before program participation groups and two after program participation groups. Both groups were defined based on whether they had or had not received CA UI payments at any time in the year before or after program participation.

<sup>20</sup> All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

<sup>21</sup> Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

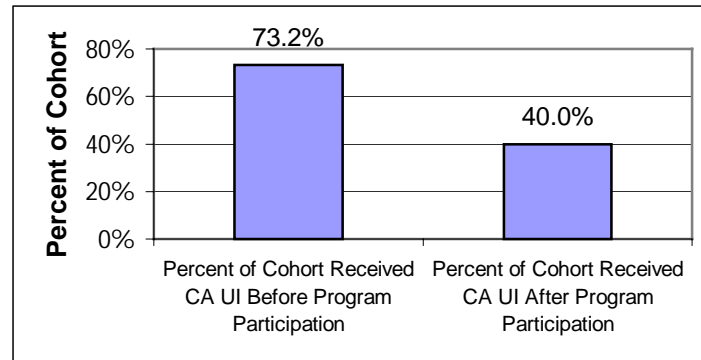
<sup>22</sup> Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

<sup>23</sup> Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

<sup>24</sup> Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

**Figure III-5** and **Table III-10** illustrate that there were fewer total members of the California Training Benefits cohort receiving California UI after program participation (40.0 percent) than were receiving California UI before program participation (73.2 percent).

**FIGURE III-5**  
**MEASURE 5: CHANGE IN UI STATUS**  
**BEFORE AND FIRST YEAR AFTER PROGRAM PARTICIPATION**  
**1996-97 CTB COHORT**



**TABLE III-10**  
**MEASURE 5: CHANGE IN UI STATUS**  
**1996-97 CTB COHORT**

BEFORE PROGRAM PARTICIPATION STATUS			AFTER PROGRAM PARTICIPATION STATUS			
			Received CA UI		Did Not Receive CA UI	
	Number	Percent	Number	Percent	Number	Percent
Received CA UI	15,834	<b>73.2%</b>	6,188	39.1%	9,646	60.9%
Did Not Receive CA UI	5,798	26.8%	2,462	42.5%	3,336	57.5%
Total	21,632		8,650	<b>40.0%</b>	12,982	60.0%

The 6,188 members of the CTB cohort who received California UI both before and after program participation had a reduction of 4.1 in the annual average number of weeks of California UI received, as shown in **Table III-11**.

**TABLE III-11**  
**MEASURE 5: CHANGE IN WEEKS OF UI RECEIVED BEFORE AND AFTER**  
**PROGRAM PARTICIPATION<sup>25</sup>**  
**1996-97 CTB COHORT**

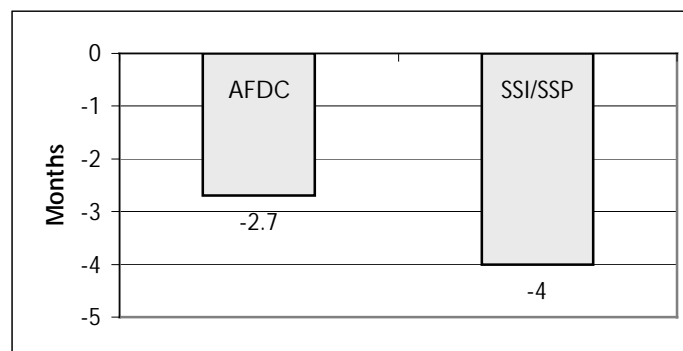
BEFORE PROGRAM PARTICIPATION STATUS		RECEIVED CA UI AFTER PROGRAM PARTICIPATION	Change in Annual Average Number of Weeks of CA UI
	Annual Average Number of Weeks of CA UI	Annual Average Number of Weeks of CA UI	
Received CA UI	15.9	11.7	<b>-4.1</b>
Did Not Receive CA UI	--	10.3	+10.3

### Measure 6: Change in Status from Tax Receiver to Tax Payer

This measure was calculated for those members of the CTB program cohort who received Aid to Families with Dependent Children (AFDC), or Supplemental Security Income/State Supplementary Payments (SSI/SSP), in the 12 months before program participation.

**Figure III-6** summarizes the change in number of months of AFDC and SSI/SSP from before to the first year after program participation for the 1996-97 cohort.

**FIGURE III-6**  
**MEASURE 6: CHANGE IN MONTHS OF BENEFITS RECEIVED BEFORE AND**  
**FIRST YEAR AFTER PROGRAM PARTICIPATION**  
**1996-97 CTB COHORT**



<sup>25</sup> The California Unemployment Insurance (UI) and Base Wage databases do not include federal employees, self-employed individuals, certain public officials, some family and household domestic workers, workers while on strike, or persons not in the workforce.

The change in number of months of AFDC and SSI/SSP from before to the first year after program participation for both the 1995-96 and 1996-97 CTB cohorts are presented in **Table III-12**. For both cohorts, there was a reduction in the number of months of AFDC after program participation and in the number of months of SSI/SSP from before to after.

**TABLE III-12**  
**MEASURE 6: AVERAGE MONTHS OF RECEIVING PUBLIC BENEFITS**  
**BEFORE AND AFTER PROGRAM PARTICIPATION**

Months	1995-96 CTB Cohort		1996-97 CTB Cohort	
	AFDC (n=949)	SSI/SSP (n=28)	AFDC (n=1,106)	SSI/SSP (n=29)
Average Months Receiving Benefit Before Program Participation	7.8	10.0	7.6	10.6
Average Months Receiving Benefit After Program Participation	5.5	9.0	4.9	6.6
Change in Annual Average Months	-2.3	-1.0	<b>-2.7</b>	<b>-4.0</b>

## E. DETAILED TABLES

On the following pages are the detailed summary tables of the PBA system performance measures for each of the population subgroups submitted by the CTB program. The standard data tables are presented in the following order:

1996-97 CTB Cohort: Measures 1, 3, 5, and 6  
1995-96 CTB Cohort: Measures 2 and 4

Accompanying this report are the detailed tables of the performance measures for the CTB cohort by demographic characteristic. All CTB data are reported at the state agency level only, since there were no reporting districts or other sub-state organization identified. The standard data tables may be accessed on California's Workforce Investment website: [www.calwia.org](http://www.calwia.org).

Please note that in the computer generated tables, asterisks (\*\*) are used to denote suppressed data when there were four, three, two, one or zero employment data points in a given cell.

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